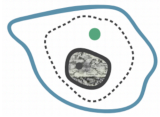


## Environment Action Plan 2025-2028

As our [Business Plan](#) states, CHARTS supports the arts, heritage and culture sector in Argyll and Bute, one of the most geographically, environmentally, and economically challenging areas of rural Scotland. This involves service delivery on mainland Argyll and across its 23 islands. Argyll and Bute includes more islands than any other local authority and is Scotland's second largest region.

CHARTS was designed as a digital facing organisation, without a physical office, to help mitigate the environmental impact of our work. All aspects of planning and management are carried out using appropriate digital systems and processes and staff are deployed to work at local level with local member support as required. Our policies for our use of resources as an organisation, including expectations about travel and meetings, are set out in our Staff and Trustee Handbooks and our Environment policy.

The organisation operates across a landscape with a rich diversity of natural assets forming a stunning environment, with 121 Sites of Special Scientific Interest, sensitive marine environments, Atlantic Rainforests, rare grassland and ecosystems and almost 30% of the Loch Lomond and the Trossachs National Park. Climate change will significantly impact Argyll and Bute as an area characterised by its extensive coastline, islands and waterways. Culture, heritage and the arts have a vital role to play in helping to connect people with nature, advocate for its protection, promote sustainable practices, and educate and inform.



Given its charitable objectives as a Scottish Incorporated Charitable Organisation (SCIO), CHARTS has a responsibility to assist its membership and partner networks to be aware of and mitigate the negative consequences of climate change and threat to biodiversity loss. The organisation is therefore committed to its work in this area with staff, trustees, members, and communities in Argyll.

Our goal is to embed the principles of sustainable development into everything we do, as set out in our Environment Policy. Our aim is to align our work and operations with a transformational approach to carbon reduction, and net zero by 2045, as set out by the Scottish Government. This Environment Action Plan is intended to assist us in achieving these goals.

Over the next three years, we will continue to deliver work streams centred around our four strategic aims: Connect, specifically including collaborating on projects that support climate action, Achieve, Promote and Sustain, specifically including sharing expertise and resources to enable practitioners to train and work while meeting the challenge of climate change in rural and remote communities.

Our Values, as set out in the Business Plan, are:

- Fairness – we exemplify and advocate for best practice in Fair Work in the arts and heritage sector, and work to reduce inequalities of outcome caused by socio-economic disadvantage, as set out in the Fairer Scotland Duty. This means that our action on the environment must be fair and equitable, based on climate justice.

## 2 CHARTS / ENVIRONMENT ACTION PLAN

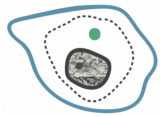
- Openness – we support the growth of equality, diversity and inclusion in the sector
- Care – we advocate for the role of arts and heritage engagement in health and wellbeing and for the environment. This means that we believe that the arts and heritage assets across Argyll and Bute have an important role in helping people to envisage alternative futures and providing spaces for discussion of difficult subjects.
- Supportive – we always seek to increase access to arts and heritage skills development for all.
- Collaborative – we support local community plans and local social enterprises, employee-owned firms and cooperatives to meet shared goals in community wealth building. This means that we will continue to work with Culture for Climate Scotland, CHARTS members and other community stakeholders to reduce the negative carbon impact of creative work across the region.

Our delivery is targeted against eight work streams that respond directly to the evolving needs of creative and cultural practitioners and communities in this region, who are already affected by the negative impacts of climate change, as well as economic uncertainty, increased living and transport costs, and a lack of housing and opportunity to develop paid work.

Each of our eight workstreams for 2025-28 includes opportunities to focus on improving the environment, reducing carbon and contributing to Net Zero by 2045.

1. Coastal Cultures, designed to reinvigorate local economies, support community health and wellbeing and encourage new commissions and work opportunities for artists. This will emphasise the importance of building environmental sustainability

### 3 CHARTS / ENVIRONMENT ACTION PLAN



and climate action into work from the start. This programme develops opportunities for local artists and international practitioners to explore shared coastline issues and themes, and to consider how to do so in innovative and sustainable ways. It will provide space for discussion and encourage artists to envisage alternative futures.

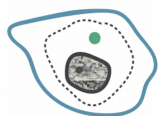
2. Creative Learners, designed to provide creative training, apprenticeships and placements that will give young people opportunities to engage with artists, arts organisations, museums and heritage venues. The programme aims to address the challenging demographic and geographic needs of Argyll and Bute. It builds on existing apprenticeship and trainee programmes, tackling the loss of young people to urban areas. As part of this workstream, Argyll Aspires provides engagement and training projects with distinct themed approaches applied annually, including climate change, habitat protection and enhancement, and sustainability.
3. Our work with young people will increase opportunities for people under 30 years of age to receive training, events and workshops. This aims to include those selected and commissioned by members under 30 years of age for peer group attendance and interest. This work aims to create and support festival opportunities to be developed in a way that specifically addresses environmental impact. It will provide space for discussion and encourage young people to envisage alternative futures.
4. Growing Global Networks, a support programme designed to help members connect and develop new work through international and UK cross-border relationship building, increasing their own creative sustainability and the sustainability of the region. This will include developing new commissions and knowledge will be shared, and practice disseminated largely

#### 4 CHARTS / ENVIRONMENT ACTION PLAN

through webinars and online. Building the confidence and knowledge of our members, this programme will provide space for discussion and encourage people to envisage alternative futures.

5. CHARTS Awards Programme, which supports individual creative practice through grants and bursaries. Award schemes to be developed will favour applications that explore artistic development with a focus on equality, diversity and inclusion, climate action and the environment – including Gaelic language and culture.
6. Collections Support Programme, which provides development support to council-owned art collections and heritage assets, is pioneering an approach to democratising access to art and make better use of existing assets. Our work managing the Argyll Collection and the protection and care of the council’s social history collection at Campbeltown Museum, includes careful consideration of how best to provide accessible and environmentally sustainable engagement opportunities across the region. Additionally, Smartify, the world’s most downloaded museum app with over five million users, has become a valuable tool for improving engagement with the artworks, in Argyll, the rest of the UK and beyond. Again, this programme provides space for discussion and encourages people, including in particular school children, to envisage alternative futures.
7. Gaelic Development, including sharing Gaelic elders’ knowledge, to make the language and culture of the local area more sustainable. Again, this programme provides space for discussion and encourages people, including in particular older people, to value the stories of the past and to envisage alternative futures. Partnerships are being continually developed to raise environmental and climate awareness using Gaelic language and culture as a tool for engagement.

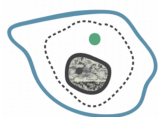
## 5 CHARTS / ENVIRONMENT ACTION PLAN



8. Communications Strategy, including tackling members' digital literacy and confidence by providing accessible training opportunities and resources, and opportunities presented by new digital technology. This will include an upgrade to our website and broadening the ways in which we communicate with and profile our membership. This is aimed at reducing the disadvantages of rurality and remoteness and will include increased opportunities for building environment and climate awareness through collaboration and collective learning, brought about by webinars, events and discussion.

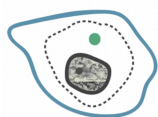
The Board of Trustees considers Environmental issues in all its decisions about funding and priorities and receives quarterly monitoring reports on the Action Plan. This is developed through quarterly reports from the staff team to gather Environmental data, overseen by the Head of Finance and Operations.

The Environmental champion in CHARTS, responsible for ensuring that the organisation remains focussed on the tasks and measures of success in the Action Plan and overseeing data review, is Moira Chapman, Head of Finance and Operations, supported by Gillian Rodgers, Finance and Admin Assistant.



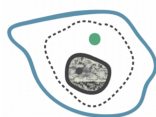
Objective 1	Task	Business Plan Date	Lead	Measure of Success	Actual Performance
<b>To highlight climate change and Net Zero across all CHARTS delivery strands.</b>	Encourage space for conversations and interest in alternative futures at regional level.	Each year	KM	Convene 4 digital webinars in collaboration with regional partners, e.g., Argyll and Bute Climate Action Network, ABCAM; Scottish Communities Climate Action Network, SCCAN; Argyll and the Isles Coast and Countryside Trust, ACT; Cove Park.	Communications strategy developed 26/27, includes targeting increased collaboration and reports evidence of increased climate and Net Zero webinars/discussions.
		Each year	KM	Quarterly development discussions to take place with regional organisations for increased collaboration.	Development review group created by CHARTS (26/27), creates focus group to increase collaboration.
	Increase climate engagement focus across communities in Argyll and Bute	26/27; 27/28	KO	Provide membership support across local areas of Argyll and Bute to develop awareness; offer support to	Regular review of partnership development, including with Bòrd na Gàidhlig Argyll and Bute Council and Service Level Agreement with

## 7 CHARTS / ENVIRONMENT ACTION PLAN

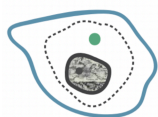


	by creating opportunities highlighting consideration of environmental impact.			creative work that provides space for discussion on climate change.  Develop 10 commissions, including those with a focus on Gaelic language and culture and Green Mapping.	liveArgyll, responsible for Argyll and Bute Community Development.
	Increase school engagement in climate change by encouraging space for conversations and interest in alternative futures.	Each year	KO	4 education projects engaging schools in arts/heritage projects; collaboration with education services and liveArgyll ; community development and museums.	Regular review of formal partnership agreement with education services Argyll and Bute Council, and liveArgyll ; museums and archives.
	Encourage progressive use of historic archives and artefacts to stimulate conversations about climate change.	Each year	KO	2 engagement projects to take place; Campbeltown Museum, Kintyre and with the Argyll Collection.	Regular review of Collections Support delivery strand and collaboration with liveArgyll ; community development, archives and museums.

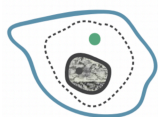
## 8 CHARTS / ENVIRONMENT ACTION PLAN



Objective 2	Task	Business Plan Date	Lead	Measure of Success	Actual Performance
<b>To increase the contribution that Argyll and Bute's artistic community is making to combatting climate change and achieving Net Zero.</b>	Increase awareness and knowledge of climate change among artists in Argyll and Bute.	Each year	KM	6 best practice case studies in collaboration with regional arts and climate bodies will be developed and showcased.	Webinars are recorded and new resources are created for the website.  Case studies are highlighted within the Annual Review of CHARTS activities published annually in September to coincide with the Annual General Meeting.
	Increase output informed by Culture Climate Scotland; raise awareness about the commitment to Green Arts Initiative.	Each year	KM	Develop 2 Green Arts Initiative resources.	
	Encourage opportunities for practitioners to learn new skills and approaches to address the climate	Each year	GR	Create 2 new digital resources to support skills and confidence in the calculation and recording of carbon usage.	



	change challenge, including using low carbon materials.				
<b>Objective 3</b>	<b>Task</b>	<b>Business Plan Date</b>	<b>Lead</b>	<b>Measure of Success</b>	<b>Actual Performance</b>
<b>To contribute as an organisation to addressing climate change.</b>	Reduce CHARTS carbon footprint.	Each year	KO/MC	All staff and trustees record use of utilities and travel. Quarterly report to Board.  Training provided to all staff on appointment and updated as necessary.	Quarterly Environment Action Plan report to CHARTS Board and annual review of Environment Action Plan.
	Incorporate climate change impact on events in risk register.	Each year	GR	All staff meet this Action Plan to increase knowledge and motivation linked to our climate change priorities and activities.	Monthly update report to Executive Director and quarterly report to Finance and Risk Subgroup.
	Increase digital accessibility and exposure of artists in Argyll and Bute.	Years 26/27; 27/28	KM	Improved accessibility and communication to website, improves interaction with members.	Website upgrade to take place 26/27 – and this will include to assess and monitor digital footprint, annually improve communications with members, showcasing of new



				4 webinars co-designed by industry experts and members on relevant themes such as equality, diversity & inclusion, climate change & climate action, creative practice & innovation.	resources, drawing from expertise on relevant themes.
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Named Leads: Liz Hunter, CHARTS Board (LH); Kathleen O'Neill, Executive Director (KO); Moira Chapman, Head of Finance and Operations (MC); Kirsten Millar, Public Relations Manager (KM); Àdhamh Ó Broin, Gaelic Culture Officer (ÀÓB), supported by Gillian Rodger, Finance and Admin Assistant (GR).